



# 1Z0-1046-20<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2020 Implementation Essentials

**Pass Oracle 1Z0-1046-20 Exam with 100% Guarantee**

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.geekcert.com/1z0-1046-20.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





### QUESTION 1

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement.

- A. Create two new actions: hire part-time employee and hire full-time employee.
- B. Create two new action types: hire part-time employee and hire full-time employee.
- C. Create two new action types and associate them with the existing action, Hire.
- D. Create two new action and associate them with the existing action type, Hire an Employee.
- E. Create two new actions and new action reasons and associate them with each other.

Correct Answer: D

---

### QUESTION 2

Which two options are true about Oracle Workforce Predictions? (Choose two.)

- A. It predicts team/individual involuntary termination and performance.
- B. It predicts team voluntary termination and performance.
- C. It predicts individual voluntary termination and performance.
- D. Contingent Worker and Nonworker work relationships are included.

Correct Answer: BC

---

### QUESTION 3

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports. As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

- A. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
- B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.
- C. Income tax jurisdiction needs to be created to report income tax to the legal authority.
- D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- E. Legal authorities are defined in Enterprise Structure Configurator.

Correct Answer: ACE

---

**QUESTION 4**

Identify the three delivered free-form content types of Profile Management.

- A. Career Preferences
- B. Potential
- C. Accomplishments
- D. Honors and Awards
- E. Languages

Correct Answer: CDE

---

**QUESTION 5**

An organization wants to include a security profile in an HCM data role and then provision the data role to a user.

Identify the option which lists the HCM object types for which the security profiles can be created.

- A. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow
- B. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
- C. Person, Organization, Position, Legislative Data Group, Country, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
- D. Person, Organization, Position, Legislative Data Group, Country, Document Type, Payroll, Payroll Flow, Payroll Flow, Workforce Business Process

Correct Answer: D

[1Z0-1046-20 Study Guide](#)

[1Z0-1046-20 Exam Questions](#)

[1Z0-1046-20 Braindumps](#)